

The Honorable James L. Robart

04-CV-01291-ORD

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF WASHINGTON
AT SEATTLE

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION,

Plaintiff

v.

RED ROBIN GOURMET BURGERS INC.

Defendant.

EDWARD RANGEL, JR.,

Plaintiff in Intervention

CASE NO. C04-01291 JLR

~~Proposed~~ CONSENT DECREE

I. INTRODUCTION

1. This action originated with a discrimination charge filed by Edward Rangel, Jr. with the U.S. Equal Employment Opportunity Commission, Seattle District Office ("EEOC"). Mr. Rangel alleged that Red Robin Gourmet Burgers Inc. discriminated against him based on his religion when it allegedly failed to accommodate Mr. Rangel's religious needs and that it

U.S. Equal Employment Opportunity Commission
Seattle District Office
909 First Avenue, Suite 400
Seattle, WA 98104-1061
Telephone: 206-220-6883
Facsimile: (206) 220-6911
TDD: (206) 220-6883

1 allegedly discharged him on the basis of his religion and in retaliation for his discrimination
2 complaint, in violation of §703(a) of Title VII of the Civil Rights Act of 1964, as amended in
3 1991, 42 U.S.C. § 2000e-2(a) and § 704(a) of Title VII of the Civil Rights Act of 1964, as
4 amended in 1991, 42 U.S.C. § 2000e-3(a).

6 2. The EEOC investigated Mr. Rangel's allegations. The EEOC sent Red Robin
7 International, dba Red Robin Gourmet Burgers ("Red Robin"), a Letter of Determination with
8 findings of reasonable cause that Red Robin had violated Title VII.

10 3. The Commission filed this lawsuit on May 26, 2004 in the United States District Court
11 for the Western District of Washington on behalf of the Charging Party. Red Robin filed its
12 Answer and Affirmative Defenses to the lawsuit on June 22, 2004. The Charging Party filed a
13 motion for intervention on June 23, 2004. The Court granted the motion to intervene on July 27,
14 2004.

16 4. The EEOC, Plaintiffs in Intervention and Red Robin want to conclude all claims
17 arising out of the above charges without expending further resources in contested litigation.

19 **II. NON-ADMISSION OF LIABILITY AND NON-DETERMINATION BY THE COURT**

20 5. This Consent Decree is not an admission of wrongdoing or an adjudication or finding
21 on the merits of the case. Red Robin specifically denies liability.

23 **III. SETTLEMENT SCOPE**

24 6. This Consent Decree represents the final and complete resolution of all allegations of
25

1 unlawful employment practices contained in: (1) the charge filed by the Mr. Rangel with the
2 EEOC; (2) the Complaint filed herein by the EEOC on behalf of Mr. Rangel; and (3) the
3 Complaint filed herein by Mr. Rangel, including all claims by the parties for attorney fees and
4 costs.
5

6 **IV. JURISDICTION AND VENUE**

7
8 7. Jurisdiction is vested in this Court pursuant to 28 U.S.C. §§451, 1331, 1337, 1343 and
9 1345. This action is authorized and instituted pursuant to Sections 706(f)(1) and (3) of Title VII
10 of the Civil Rights Act of 1964, as amended, 42 U.S.C. §§ 2000e-5(f)(1) and (3) ("Title VII"),
11 and Section 102 of the Civil Rights Act of 1991, 42 U.S.C. §1981a.
12

13 **V. DEFINITION OF TERMS**

14 For the purposes of this Consent Decree, the following definitions shall apply:
15

16 8. "The Effective Date of the Consent Decree" is the date the United States District Court
17 *for the Western District of Washington at Seattle enters the Consent Decree and (Proposed)*
18 *Order of Dismissal.*
19

20 9. Unless otherwise indicated, the word "days" refers to calendar days.

21 10. "Complaint(s)" includes any complaint of religious discrimination, religious
22 harassment, retaliation related to religion, or request for accommodation based on religion,
23 whether written or oral, made to any manager or through the Open Door phone line.
24

25 11. "Manager" includes any manager at Red Robin above the level of mid-manager.
26

27 U.S. Equal Employment Opportunity Commission
Seattle District Office
909 First Avenue, Suite 400
Seattle, WA 98104-1061
Telephone: 206-220-6883
Facsimile: (206) 220-6971
TDD: (206) 220-6888

1 **VI. MONETARY RELIEF**

2
3 12. In settlement of the EEOC and Mr. Rangel's claims in this lawsuit, Red Robin has
4 agreed to pay Mr. Rangel One Hundred and Fifty Thousand Dollars (\$150,000.00). The terms of
5 the monetary aspect of this settlement are incorporated into a separate release negotiated between
6 Mr. Rangel and Red Robin.

7
8 **VII. AFFIRMATIVE AND OTHER RELIEF**

9 **A. Compliance with Title VII**

10
11 13. Red Robin reaffirms its commitment to comply with Title VII. To further this
12 commitment, the company shall institute the policies and practices set forth below and monitor
13 the affirmative obligations of this Consent Decree.

14 **B. Employee Records**

15
16 14. Defendant will not disclose any information or make references to any charge of
17 discrimination or this lawsuit in responding to employment reference requests for information
18 about Mr. Rangel which have been directed to the Employment Verification Line, 800-367-2884.
19 Defendant will endeavour to have all such employment reference checks received for Edward
20 Rangel referred to the Employment Verification Line. In response to any inquiries other than
21 through a subpoena or in response to an inquiry by a governmental agency regarding Mr. Rangel,
22 Red Robin shall provide employment references that include only dates of employment and
23 position held.
24
25
26
27
28

1 15. Defendant affirms that there are no references to any charge of discrimination or this
2 lawsuit in Mr. Rangel's personnel files. Defendant will not add any information or references to
3 Mr. Rangel's personnel files or records regarding his charge of discrimination and this lawsuit
4 after the entry of this Consent Decree. Files containing information about Mr. Rangel that have
5 been developed during the subject litigation will be maintained at the offices of Defendant's
6 counsel, Jackson Lewis LLP, or Red Robin's Legal Department. Red Robin will make Charging
7 Party's personnel file available for inspection by counsel for Charging Party by contacting Red
8 Robin through Jackson Lewis LLP or the Red Robin Legal Department.
9
10

11 **C. Anti-Discrimination Policies and Procedures**

12 16. Red Robin will maintain a written equal employment opportunity policy which sets
13 forth the requirements of federal laws against employment discrimination and harassment. The
14 policy must contain provisions which address discrimination based on religion and employees'
15 rights to have their religious beliefs accommodated. The policy must also provide that it is
16 unlawful to retaliate against any current or former employee for opposing any practice made
17 unlawful by Title VII.
18
19

20 17. Red Robin shall institute and carry out anti-discrimination policies and procedures to
21 the extent not already established, and will provide equal employment opportunities for all
22 employees. Red Robin will ensure that its managers in Washington and Oregon understand its
23 Equal Employment Opportunity ("EEO") policies and how those policies define and identify
24 what constitutes employment discrimination.
25
26

1 18. Red Robin will ensure that the following policies, procedures and practices are in
2 effect:

3
4 (a) Discrimination and Harassment Policies, procedures and/or training materials:

5 (i) provide clear definitions and examples of prohibited discrimination,
6 harassment, and retaliation;

7
8 (ii) provide for substantial discipline for incidents of discrimination,
9 harassment, and/or retaliation;

10 (iii) provide a statement of its practice of accepting complaints of
11 discrimination, harassment and/or retaliation in writing and orally;

12 (iv) provide for a full and effective investigation of all complaints as well
13 as appropriate remedies for handling complaints upon an investigation
14 determination up to and including termination; and

15 (v) provide for follow up with the complaining party after the investigation
16 is completed, wherever possible.

17
18
19 (b) Complaint Procedures.

20
21 (i) Red Robin shall provide its employees with convenient and reliable
22 mechanisms for reporting incidents of discrimination, harassment and
23 retaliation. Red Robin will make good faith efforts to keep complaints
24 confidential to the extent possible.
25
26

27
28
U.S. Equal Employment Opportunity Commission
Seattle District Office
909 First Avenue, Suite 400
Seattle, WA 98104-1061
Telephone: (206) 220-6323
Facsimile: (206) 220-691
TDD: (206) 220-688

1 (ii) Red Robin agrees that it shall permit complaining parties to be
2 interviewed by Red Robin or Red Robin Upper Management or Red Robin
3 Human Resources Personnel about their complaints in such a manner that
4 permits the complaining party, at such party's election, to remain
5 inconspicuous to all of the employees in such party's work area.

6
7 (iii) Red Robin shall ensure that its policies and procedures provide that all
8 complaints of discrimination, harassment and/or retaliation are
9 investigated and addressed promptly. Red Robin will provide for a full
10 and effective investigation of all complaints as well as appropriate
11 remedies for handling complaints. If Red Robin determines
12 discrimination, harassment or retaliation occurred, Red Robin will,
13 thereafter, impose an appropriate remedy up to and including termination.
14 Red Robin will follow up with the complaining party after the
15 investigation is completed, wherever possible.

16
17 (iv) Red Robin agrees that it shall make a good faith effort to ensure that
18 appropriate remedial action is taken to resolve complaints and to avoid the
19 occurrence of incidents of discrimination, harassment and/or retaliation.
20 Red Robin further agrees that it shall provide for appropriate discipline
21 including but not limited to, reprimands, demotion or termination, as
22 possible consequences for violations of its discrimination, harassment and
23
24
25
26

27 U.S. Equal Employment Opportunity Commission
Seattle District Office
909 First Avenue, Suite 400
Seattle, WA 98104-1061
Telephone: (206) 320-6883
Facsimile: (206) 220-6911
TDD: (206) 220-6888

1 retaliation policies.

2
3 (v) All complaints of discrimination, harassment, requests for
4 accommodation and retaliation received through the Red Robin Corporate
5 telephone number listed in the Open Door Policy must be documented and
6 Red Robin must ensure that all complaints received through this line have
7 received a proper response. The response to and resolution of all
8 complaints received through this telephone line must also be documented.
9

10 (c) Policies Designed To Promote Supervisor Accountability.

11 (i) Red Robin, once it has been made aware through the mechanisms in its
12 policies, agrees that it shall impose discipline, up to and including
13 reprimands, demotion or termination upon any manager who fails to
14 respond appropriately to a complaint of discrimination or harassment
15 occurring in his or her work area or among employees under his or her
16 supervision, or who retaliates against any person who complains or
17 participates in any investigation or proceeding concerning any such
18 conduct. Red Robin shall communicate this policy to all of its managers.
19

20
21 (ii) Red Robin agrees that, in evaluating the performance and determining
22 the compensation of managers, it will take into account whether such
23 managers appropriately follow Red Robin's policies and procedures,
24 including those related to EEO.
25
26

27 U.S. Equal Employment Opportunity Commission
Seattle District Office
909 First Avenue, Suite 400
Seattle, WA 98104-1061
Telephone: 206-220-6883
Facsimile: (206) 220-6911
TDD: (206) 220-6888

1 (d) Anti-Discrimination Training and Procedures

2 (i) By January 2, 2006, Red Robin will distribute a written copy of its
3 discrimination, harassment and retaliation policies to all Bellevue
4 employees and to all managers in Washington and Oregon. Red Robin
5 also will post a copy of the document in all Red Robin facilities in
6 Washington and Oregon, in prominent and conspicuous locations in or
7 near the employee lunchroom/breakroom or other place within the
8 premises where employees tend to gather. Copies of the policies will be
9 provided to employees hired thereafter within one week of their
10 employment. Red Robin will provide the EEOC with a written copy of its
11 discrimination, harassment and retaliation policies as part of its first
12 annual report as provided in paragraph D.18 below.

13 (ii) Within six months after entry of this Decree, Red Robin shall provide
14 at least two hours of classroom or other effective interactive training and
15 education regarding harassment, discrimination and accommodation
16 requirements to all managers in Washington and Oregon who are
17 employed as of July 1, 2005, and to all new managers in Washington and
18 Oregon within six months of their assumption of a management position.
19 After the training noted immediately above, Red Robin shall provide
20 harassment, discrimination, and accommodation training and education to
21 22 23 24 25 26 27 28

1 each manager once every two years. The training and education required
2 by this section shall include information and practical guidance regarding
3 the federal and state statutory provisions concerning the prohibition
4 against and the prevention and correction of harassment, discrimination
5 and accommodation and the remedies available to victims of such
6 harassment, discrimination or failure to accommodate. The training and
7 education shall also include practical examples aimed at instructing
8 supervisors in the prevention of harassment, discrimination, and
9 retaliation, and shall be presented by trainers or educators with knowledge
10 and expertise in the prevention of harassment, discrimination, and
11 retaliation. This training shall specifically include matters of religious
12 discrimination and religious accommodation, and shall also address the
13 obligations of managers to document and report complaints of
14 discrimination, harassment or retaliation, or requests for religious
15 accommodation.

16
17
18
19 (iii) Red Robin will notify the EEOC of the completion of all training and
20 will specify the names of the employees who participated in and
21 completed the training in Washington and Oregon as part of its semi-
22 annual reporting to the EEOC.
23
24

25 //

D. Reporting

19. Six months following the entry of this Decree and every six months thereafter for the duration of the Decree, Red Robin will send the EEOC a written report of individuals in Washington and Oregon who, during the prior six-month period, made a complaint of discrimination to their Regional Director, Senior Regional Director, Human Resources, to the Corporate Open Door Telephone line, to a governmental agency, or to any General manager, along with an explanation as to Defendant's response to these complaints. This does not include oral complaints which were resolved to both parties' satisfaction within 48 hours of the initial complaint. In this written report, Red Robin also shall affirm steps taken to comply with all other terms of the Decree.

20. Red Robin shall submit a final report to EEOC 30 days before the Consent Decree expires, including a statement that it has complied with all the terms of this Consent Decree.

E. Posting

21. Within two (2) weeks after entry of this Decree, Red Robin shall post a notice in the form of Exhibit A attached to this Decree (the English and Spanish forms within Exhibit A) in prominent and conspicuous locations in or near the employee lunchroom/breakroom or other place within Red Robin premises in Washington and Oregon where employees tend to gather. The notice shall remain posted for the duration of this Decree. In the event that the persons and/or departments to whom individuals should make complaints alleging discrimination or retaliation change during the term of the Decree, such that the

1 information contained on the notice is no longer accurate, Red Robin shall immediately notify
2 the EEOC so it may prepare a new notice that contains the correct information. Red Robin shall
3 upon receipt of the new notice promptly replace the old notices with the revised notices. Red
4 Robin shall maintain a copy of this Decree in its Corporate Human Resources Office for any
5 employee who wishes to review it. Red Robin shall notify its managers, that if they become
6 aware or if they are informed that the notice has been prematurely removed, that manager shall
7 re-post the notice within 48 hours.
8

9 **VIII. ENFORCEMENT**

11 22. If the EEOC concludes that Red Robin has breached this agreement, it may bring an
12 action in the United States District Court for the Western District of Washington at Seattle to
13 enforce this Consent Decree. Before bringing an action for breach of the Decree, the EEOC shall
14 first give the company a 30-day written notice addressed to: Emily Rusnak, Red Robin, 6312 S.
15 fiddler's Green Circle, suite 200 North, Greenwood Village, CO 80111. The 30-day notice
16 period commences on the date written notice is received. The EEOC and the company shall use
17 that 30-day period for good faith efforts to resolve the matter.
18

19 **IX. RETENTION OF JURISDICTION**

21 23. The United States District Court for the Western District of Washington at Seattle
22 shall retain jurisdiction over this matter for the duration of the Decree.
23

24 **X. DURATION AND TERMINATION**

25 24. This Decree shall be in effect until January 15, 2009. If the EEOC petitions the
26

27 U.S. Equal Employment Opportunity Commission
Seattle District Office
909 First Avenue, Suite 400
Seattle, WA 98104-1061
Telephone: 206-220-4883
Facsimile: (206) 220-6911
TDD: (206) 220-6888

1 Court for breach of agreement, and the Court finds the company to be in material violation of the
 2 terms of the Consent Decree, the Court may extend this Consent Decree.

3
 4 **XI. CONCLUSION**

5 25. The provisions of this Consent Decree are not binding on the parties until the
 6 authorized representatives of each party sign and the court enters the consent decree in the court.

7
 8 Dated this 7th day of September, 2005.

9 A. LUIS LUCERO, JR.
 Regional Attorney
 10 KATHRYN OLSON
 Supervisory Trial Attorney
 11 TERI HEALY
 Trial Attorney
 12

JAMES D. LEE
 Deputy General Counsel

GWENDOLYN YOUNG REAMS
 Associate General Counsel

13
 14 BY: /s/ Kathryn Olson
 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
 15 Seattle District Office
 909 First Avenue, Suite 400
 16 Seattle, Washington 98104
 Telephone 206.220.6916
 17 teri.healy@eeoc.gov

Office of the General Counsel
 1801 "L" Street, N.W.
 Washington, D.C. 20507

18 Attorneys for Plaintiff

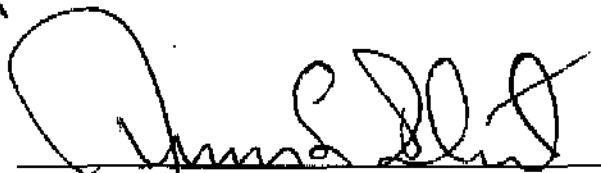
19
 20 BY: /s/ Laurie L. Johnston
 LAURIE L. JOHNSTON, WSBA #25927
 JACKSON LEWIS, LLP
 21 600 University Street, Suite 2900
 Seattle, WA 98101
 Telephone 206.405.0404
 22 johnstonl@jacksonlewis.com

23 Attorneys for Defendant

ORDER

The Court, having considered the foregoing stipulated agreement of the parties, HEREBY ORDERS THAT the foregoing Consent Decree be, and the same hereby is, approved as the final decree of this Court in full settlement of this action. This lawsuit is hereby dismissed with prejudice and without costs or attorneys' fees to any party. The Court retains jurisdiction of this matter for purposes of enforcing the Consent Decree approved herein.

DATED this 14th day of September, 2005.



The Honorable James L. Robart
UNITED STATES DISTRICT JUDGE



NOTICE TO EMPLOYEES

THIS NOTICE HAS BEEN POSTED PURSUANT TO AN ORDER OF THE COURT, ENTERED ON _____, APPROVING THE CONSENT DECREE ENTERED IN RESOLUTION OF A LAWSUIT BROUGHT BY THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) AGAINST RED ROBIN GOURMET BURGERS INC. IN THE WESTERN DISTRICT OF WASHINGTON. THE CONSENT DECREE RESOLVES EEOC'S CLAIMS OF DISCRIMINATION AND RETALIATION BROUGHT AGAINST RED ROBIN GOURMET BURGERS INC. AND ENJOINS THE COMPANY FROM CONDUCT PROHIBITED BY LAW. RED ROBIN GOURMET BURGERS INC. AFFIRMS ITS COMMITMENT TO COMPLIANCE WITH LAWS AGAINST DISCRIMINATION.

FEDERAL LAW PROHIBITS DISCRIMINATION AGAINST ANY INDIVIDUAL BECAUSE OF HIS OR HER SEX, RACE, NATIONAL ORIGIN, AGE OVER FORTY, DISABILITY, COLOR, RELIGION. FEDERAL LAW ALSO PROHIBITS HARASSMENT ON ANY OF THESE BASES.

FEDERAL LAW ALSO PROHIBITS RETALIATION AGAINST ANY INDIVIDUAL BY AN EMPLOYER BECAUSE THE INDIVIDUAL COMPLAINS OF DISCRIMINATION, COOPERATES WITH ANY RED ROBIN GOURMET BURGERS INC. OR GOVERNMENT INVESTIGATION OF A CHARGE OF DISCRIMINATION, PARTICIPATES AS A WITNESS OR POTENTIAL WITNESS IN ANY INVESTIGATION OR LEGAL PROCEEDING, OR OTHERWISE EXERCISES HIS OR HER RIGHTS UNDER THE LAW.

ANY EMPLOYEE WHO IS FOUND TO HAVE RETALIATED AGAINST ANY OTHER EMPLOYEE BECAUSE SUCH EMPLOYEE PARTICIPATED IN THIS LAWSUIT WILL BE SUBJECT TO SUBSTANTIAL DISCIPLINE UP TO AND INCLUDING IMMEDIATE DISCHARGE.

SHOULD YOU HAVE ANY COMPLAINTS OF DISCRIMINATION OR HARASSMENT, YOU SHOULD CONTACT HUMAN RESOURCES AT _____.

EMPLOYEES ALSO HAVE THE RIGHT TO BRING COMPLAINTS OF DISCRIMINATION OR HARASSMENT TO THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, SEATTLE DISTRICT OFFICE AT 909 1ST AVENUE, SUITE 400, SEATTLE, WA 98104-1061, 206.220.6883, 1800.669.4000, OR THE WASHINGTON STATE HUMAN RIGHTS COMMISSION AT 711 S. CAPITOL WAY, SUITE 402, OLYMPIA, WA 98504-2490, 360.753.6770.

THIS NOTICE SHALL REMAIN PROMINENTLY POSTED AT RED ROBIN GOURMET BURGERS INC. UNTIL JANUARY 2009. THIS OFFICIAL NOTICE SHALL NOT BE ALTERED, DEFACED, COVERED OR OBSTRUCTED BY ANY OTHER MATERIAL.



AVISO A LOS EMPLEADOS

ESTE AVISO SE COLOCA DE CONFORMIDAD CON UNA ORDEN DE LA CORTE REGISTRADA EN _____, APROBANDO EL ACUERDO DE COOPERACIÓN AL QUE SE LLEGÓ COMO RESULTADO DE UNA ACCIÓN LEGAL INSTAURADA POR EL U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) CONTRA RED ROBIN GOURMET BURGERS INC. EN EL WESTERN DISTRICT DE WASHINGTON. EL ACUERDO DE COOPERACIÓN ACATA LAS QUEJAS DE DISCRIMINACIÓN Y REPRESALIA ELEVADAS CONTRA RED ROBIN GOURMET BURGERS INC. Y COHIBE A LA EMPRESA DE CONDUCTAS PROHIBIDAS POR LA LEY. RED ROBIN GOURMET BURGERS INC. DECLARA SU COMPROMISO DE CUMPLIR CON LAS LEYES CONTRA LA DISCRIMINACIÓN.

LAS LEYES FEDERALES PROHIBEN LA DISCRIMINACIÓN CONTRA CUALQUIER PERSONA EN RAZÓN DE SU SEXO, RAZA, ORIGEN NACIONAL, EDAD MAYOR DE 40 AÑOS, INCAPACIDAD, COLOR, Y RELIGIÓN. LAS LEYES FEDERALES TAMBIÉN PROHIBEN EL HOSTIGAMIENTO BASADO EN ESTAS CARACTERÍSTICAS.

LAS LEYES FEDERALES TAMBIÉN PROHIBEN LAS REPRESALIAS CONTRA CUALQUIER PERSONA, POR PARTE DEL EMPLEADOR, PORQUE ESA PERSONA SE QUEJA POR DISCRIMINACIÓN, COOPERA CON ALGUNA INVESTIGACIÓN DE RED ROBIN GOURMET BURGERS INC. O DEL GOBIERNO, CON RELACIÓN A UNA QUEJA POR DISCRIMINACIÓN, ACTÚA COMO TESTIGO REAL O POTENCIAL EN ALGUNA INVESTIGACIÓN O PROCESO O, DE ALGUNA OTRA MANERA, EJERCE SUS DERECHOS BAJO LA LEY.

CUALQUIER EMPLEADO QUE SEA ENCONTRADO CULPABLE DE REPRESALIA CONTRA OTRO EMPLEADO QUE HAYA INTERVENIDO EN ESTA DEMANDA LEGAL, SERÁ OBJETO DE SANCIONES DISCIPLINARIAS QUE PUEDEN LLEGAR AL DESPIDO INMEDIATO.

SI USTED TIENE ALGUNA QUEJA DE DISCRIMINACIÓN O HOSTIGAMIENTO DEBE CONTACTAR A RECURSOS HUMANOS AL _____.

LOS EMPLEADOS TAMBIÉN TIENEN EL DERECHO A ELEVAR SUS QUEJAS SOBRE DISCRIMINACIÓN O ACOSO AL U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, SEATTLE DISTRICT OFFICE AT 909 1ST AVENUE, SUITE 400, SEATTLE, WA 98104-1061, 206.220.6883, 1800.669.4000, O AL WASHINGTON STATE HUMAN RIGHTS COMMISSION EN 711 S. CAPITOL WAY, SUITE 402, OLYMPIA, WA 98504-2490, 360.753.6770.

ESTE AVISO DEBE SER COLOCADO Y DESTACADO EN RED ROBIN GOURMET BURGERS INC. HASTA ENERO DE 2010. ESTE AVISO OFICIAL NO PUEDE SER ALTERADO, DAÑADO, TAPADO U OBSTRUÍDO POR NINGÚN OTRO OBJETO.